

Exhibit 22

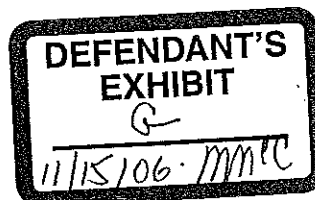
Mr. Winer

Supervisors Meeting #2 6-8-04 9:00AM,
COMMITMENT

"It means different things to different people."
To a leader, commitment is "special", because everyone you lead is depending on you.

Three observations of Commitment:

1. Commitment starts in the heart: If you want to make a "difference" in your employee's performance, look into your heart to see if you are truly committed.
2. Commitment is tested by ACTION: It is so easy to use words, but it is harder living your words day after day. Are you following up on your commitment?
3. Commitment opens the door to Achievement: Commitment is the enemy of resistance. It is to get up, dust yourself off, no matter how many times you are knocked down.
You want to get ahead? BE COMMITTED!



P0116

(2)

When it comes to Commitment, there are generally 4 types of people? Which one are you?

1. Cop-outs: No goals & do not commit.
2. Holdouts: Doubting yourself... afraid to commit.
3. Dropouts: Starting towards a goal, but quit when the going gets tough.
4. All Outs: Those who set goals - Commit to them - and pay the price (whatever) to reach them.

Question: How willing are you to make BSD successful?
 Is BSD worth your effort?
 Are you afraid to make your plans public? Then you have to follow through with them.

"ARE YOU A COWARD?"